

Welcome to

# Employee Ownership Association Annual Conference 2017

Where employee ownership meets

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**Capital**  
**for**  
**Colleagues** 

Advice Investment Growth

Welcome to *“employee ownership is more than behaviour!”*

Facilitated by Adam Campbell – Telos Partners

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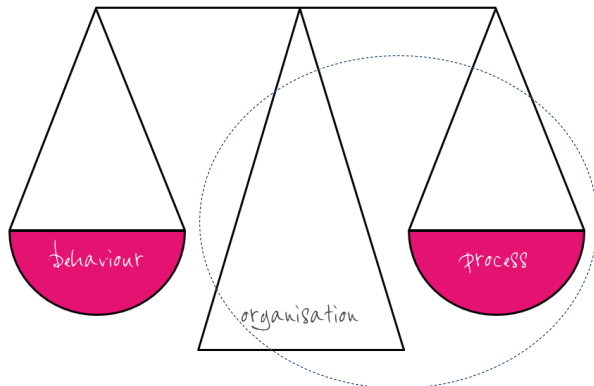
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## Session outline

- Warning - this is a workshop – it is not passive so:
  - get involved
  - help inform
  - help inspire
- Outline approach
  - introduction to discussion framework (10 mins)
  - individual reflection (10 mins)
  - group discussion (40 mins)
  - sharing learning (15 mins)

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# Our framework for discussion



- But just getting the behaviours right, will not deliver sustainable change
- They will need to be supported by the right organisation and the right processes

## Identity

- Who we are
- Our purpose
- Brand

## Values, behaviours, capabilities

- Culture framework
  - Values
  - Behavioural standards
- Skills and capabilities



## Strategic direction

- Vision
- Long term planning

## Core processes

- Standard processes and reporting required as a plc

Does the way we are currently structured and organised,

and do our processes, create EO advantage by helping people to think, feel and act more:

- like co-owners?
- *entrepreneurially and committed to the company and its success?*
- *involved and give everyone a stake?*
- *committed through an open approach?*
- *informed and consulted on decisions and information about the company?*
- *more responsible for delivering superior business performance?*

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# Diagnosing our current approach

- How are we structured and organised?
- How do we approach:
  - strategic planning?
  - annual budgeting?
  - performance review and improvement?
  - individual recognition and reward?
  - distribution of profit (bonus, dividend, retention)?
- Review from an EO perspective
  - What do we do? What works well? What could be improved?

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## Individual reflection

- Take 10 minutes to use the diagnostic tool to assess your current approach:
  - do the task individually
  - If you are attending with someone from the same business - compare and contrast later

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# Group discussion

- Form groups of 3 – 4 people (different businesses)
- Take 20 minutes to share individuals answers to the diagnostic:
  - What do you do well?
  - What could you improve?
- Then, as a group, take 20 minutes to:
  - choose one aspect, for one business, that you would like to improve (for example, how to improve budgeting process)
  - brainstorm how it could be improved
  - discuss how you would manage the change process.
- Be prepared to share your answers with the wider group.

To what extent does our current approach help our people to think, feel and act like co-owners and:

- *involve staff, build stronger commitment and create greater levels of staff responsibility?*
- *encourage more entrepreneurialism and innovation?*
- *deliver superior business performance?*

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# Questions and Discussions

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**Thank you.** Enjoy the rest of the conference

Please make your way to the Sovereign Suite for our final key note speech from Loren Rodgers, NCEO

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